

*of INR*  
~~STATE DEPARTMENT ANALYSIS~~

*EEO Statistics*

The Bureau of Intelligence and Research (INR) has a staff of less than 400, out of a total staff of 12,000 at the State Department. Within INR there are approximately 200 GS employees with very little turnover among professionals (approximately three per year according to State Department), and approximately 150 FSO officers who rotate through on two-to-three year tours. The FSO's bid for these positions, and they are not the most desirable assignments within State. INR has little or no control of the makeup of the FSO portion of its staff. While the FSO's assigned to INR are a product of the the overall State Department recruitment effort, there has been little opportunity in recent years to make significant changes among the GS staff within INR because of the low turnover.

Data provided by INR indicates that among their GS staff the percentage of females is lower than the percentage of female employees throughout the entire State Department (49.36% for INR, 63.46% for State). This is particularly true for the middle level positions. Among 110 middle level INR employees only 28 (25.45%) are female, compared with 38.2% for State as a whole. Among FSO's, 21.9% are female compared with 28.67% for State as a whole. Among the GS staff the percentage of minority employees is 26.18% for INR versus 46.86% for State as a whole. Among FSOs the percentage of minority employees is 11.43% versus 11.44% for State as a whole.

-The State Department operates an affirmative action program for minority entry level Foreign Service Officer candidates.

NAPA Staff Views This organization (INR) is very small in size and its staff composition is a reflection of the overall State Department recruiting and staffing efforts.

*Prepared by NAPA*

	All Staff	Women		Blacks		Minorities		Total	
		#	%	#	%	#	%	#	%
Civil Service									
Professional		102		48		1	.004%	50	
Support		27		11		1		12	
Total	243	129	53%	59	24%	2	.008	61	25%
Foreign Service	93	23	25%	5		4		12	13%
Total	336	152		64		5		74	22%